

# Occupational Stress and Organizational Commitment in Private Banks: A Sri Lankan Experience

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## Abstract

Occupational stress is a pattern of emotional, cognitive, behavioral and psychological reaction to adverse and noxious aspects of work content, work organization and the work environment. It is an adaptive response, mediated by individual characteristics and/or psychological processes that are a consequence of any external action, situation or event that places special physical and/or psychological demands upon a person. It can be affected the commitment of the employees. Thus the present study was conducted to measure the impact of occupational stress on organizational commitment and the relationship between stress and commitment using 291 questionnaires gathered from employees in private banks at Northern Province of Sri Lanka. Correlation analysis indicated that organizational commitment is positively correlated with the components of occupational stress such as organizational factors, job design, management practices, career development and social stressors except physical environment. Further occupational stress is correlated with continuance type of commitment.

Multiple regression analysis showed that occupational stress is contributed to determine the organizational commitment by 33.8%